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# Nursing Supply and Demand Commission

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Annual Report 2002



## INTRODUCTION

In 1991, most health care institutions were experiencing a severe shortage of individuals to provide nursing care. In response to the shortage, the Louisiana Legislature (R.S. 37:1007) established the Nursing Supply and Demand Commission (NSDC) “to study, evaluate, and report on factors which impacted the supply and demand of nursing assistants, licensed practical nurses, registered nurses, and nurse educators.” At that time, the Commission identified a need to expand the number of graduates from nursing programs and to provide an increased number of educationally prepared faculty to teach those students. As a result, during the period of 1991-1996, with the financial support of the legislature, capitation funds were established to expand clinical enrollment in Licensed Practical Nurse (LPN) and Registered Nurse (RN) programs and stipends were provided to assist nurses in gaining the additional education required to teach in a school of nursing.

As a result, a total of \$14,380,000 in capitation funding resulted in 2379 additional nurses (LPN and RN’s). Stipend funding totaled \$2,181,000 and resulted in 84 new faculty for nursing programs at the LPN and RN levels. This alleviated the shortage at that time and the Commission went into inactive status.

In 2000, Senate Resolution 41 reactivated the NSDC and directed it to study the nursing personnel shortage issues in long-term care. Their findings concluded that the nursing shortage in long-term care in Louisiana cannot be separated from the overall nursing personnel shortage, which is a national problem and is endemic in all areas of nursing. Further, the current nursing shortage will be further complicated by the implications of an aging nurse workforce. One area of particular concern related to the extreme shortage of Certified Nursing Assistants in hospitals and nursing homes. The report identified that these positions were paid only minimum wage and required people to work under extremely difficult situations with patients who require a great deal of physical care. In 2001, R.S. 37:1007 was reenacted and amended to expand membership on the Nursing Supply and Demand Commission. The Commission was reactivated to study the reemerging shortage of nursing personnel.

This Commission has studied the nature and extent of the current nursing shortage and has identified factors that contributed to its development. This is a nationwide problem and a real concern throughout the health care industry. There is an abundance of information available about the nursing shortage. The American Hospital Association (AHA), American Organization of Nurse Executives (AONE), American Nurses Association (ANA), U. S. Department of Labor, Louisiana Department of Labor, the Louisiana Hospital Association, the Louisiana State Nurses Association, the Louisiana Nursing Home Association (LNHA), Louisiana State Board of Medical Examiners (LSBME), Louisiana State Board of Nursing (LSBN), and Louisiana State Board of Practical Nurse Examiners (LSBPNE), the Louisiana Council of Administrators of Nursing Education, and the Metropolitan Hospital Council of New Orleans are just a few of the sources utilized by this commission.

The above sources validate the current nursing shortage and indicate it will continue and worsen over the next 20 years. The nursing shortage is much more acute in hospitals and nursing homes. The 2002 AHA Commission on Workforce for Hospitals and Health Systems reports that,

“89 percent of hospital CEOs are reporting significant workforce shortages with 84 percent being in the Registered Nurse job category.” The nursing shortage is particularly acute in specialty areas such as Critical Care Unit, Intensive Care Unit, Emergency Room, and Labor and Delivery. The Executive Summary of the AHA Commission on Workforce for Hospitals and Health Systems identifies “four significant demographic and societal trends, which have contributed to the problem. They are:

- The U.S. health care labor force is aging,
- There are fewer potential workers coming behind the aging “baby boomer” generation,
- Careers in health care are seen as less attractive to current students planning future careers and many in the current hospital workforce are dissatisfied with their work.

Findings from a 2001-2002 study conducted by the AONE indicate that dissatisfaction in the workplace is caused by:

- increases in overtime or double shifts,
- larger numbers of patients per nurse,
- increased turnover of staff,
- more acutely ill patients,
- decrease in amount of time the nurse can devote to each patient,
- increased concern for patient and staff safety,
- decreased quality of patient care,
- lack of respect for nurses.

In the past, when the ongoing cyclic nursing shortages occurred, the supply of nurses and nursing personnel was increased and this alleviated the problem. Today’s shortage, however, is exacerbated by an increased demand for health services required by the aging population and an increased demand for all levels of nursing personnel outside the traditional hospital and nursing home settings. In addition, the current nursing workforce is aging and many nurses are choosing to leave the workforce. These demands placed upon the available workforce impact the workplace, deepen the shortage and ultimately lead to worker dissatisfaction. Another factor impacting the problem is that efforts to increase the supply of new graduates, particularly RN’s will be greatly hampered by the current and worsening shortage of nursing faculty.

Based upon the review of available information, the Nursing Supply and Demand Commission established three committees to study the following areas of concern: education of nursing personnel and articulation between programs; workplace issues; and faculty issues. Each committee was asked to review the area of concern, identify problems, and develop short and long term strategies to alleviate the problems identified.

## **FINDINGS**

The following specific findings are presented, followed by recommendations relative to each of the findings. The findings of the Commission focus on the importance of the health care industry to the health and welfare of the citizens of Louisiana; factors which impact the health care industry, the importance of an adequate supply of nursing personnel and the need to retain nurses in the workplace, and the need to provide adequate resources to educate nursing personnel and to recruit future health care professionals.

### **1. Shortage of health care professionals has a negative impact on the general health status and quality of life of all citizens of Louisiana.**

- The health care industry is expected to provide a wide range of health care services to the citizens of Louisiana-both insured and uninsured.
- Nursing personnel are an essential component of the health care industry to meet health care needs of Louisiana citizens.
- Studies reveal a lack of registered nurses contributes to a failure to recognize impending complications and to initiate appropriate interventions.
- Studies reflect that nursing staffing directly affects patient outcome, for example one study reflects a significant inverse relationship between nurse staffing and post-surgical complications.

### **2. The health care industry represents a significant economic force within the state and local communities of Louisiana.**

- Hospitals and health care agencies are major employers in Louisiana. (See Table No. 1, page 10.)
- In 1999, the health care payroll in Louisiana was 5.7 billion dollars.
- In 2001, Census Bureau data indicate that 210,000 persons were employed in the Health Care Sector in Louisiana and accounted for almost 11% of the total workforce in Louisiana.
- An educated, qualified work force is required to staff the health care agencies and to meet the health care needs of the citizens of Louisiana. (See Table No. 2, page 11)

### **3. Louisiana health care facilities are experiencing financial pressures that limit their ability to recruit and retain qualified personnel.**

- Louisiana Medicaid cuts have reduced reimbursement to hospitals caring for growing numbers of Medicaid patients.
- Prospective payment systems continue to have a negative impact on hospital reimbursement.
- There are increased numbers of uninsured persons receiving uncompensated care from Louisiana hospitals.
- Freestanding institutions disadvantage acute care facilities.

**4. There is a need to retain nurses currently employed.**

- Problems in the workplace are negatively impacting recruitment and retention of all levels of nursing personnel, such as the following:
  - Mandatory overtime
  - Lack of assurance of full time pay
  - Long shifts
  - Increased patient acuity levels
  - Staffing levels
  - Patient and employee safety issues
  - Increased record keeping
  - Lack of respect for nurses
  
- Nurses have a wide range of employment opportunities throughout the nation resulting in Louisiana nurses seeking employment out of state.
  - In 2001, 4,480 Registered Nurses and 458 Licensed Practical Nurses sought licensure out of state compared to 804 Registered Nurses and 116 LPN's who sought licensure out of state in 1999.
  - In 2001, 813 Registered Nurses from out of state sought endorsement into Louisiana while 214 LPN's sought licensure in Louisiana.
  
- There is an abundance of employment opportunities for all nursing personnel outside the acute care area.

**5. There is an extreme shortage of Certified Nurse Assistants in the direct care arena.**

- Of the 119,541 currently certified nursing assistants in Louisiana, less than 50% are employed in the direct care arena.
- Lack of certified nurse assistants in the direct care arena can be attributed to minimum wage salaries, high patient/CNA ratio, high patient acuity, lack of transportation and lack of affordable childcare.

**6. There is a need to increase funding and faculty for established nursing schools to increase enrollment.**

- Schools are currently limited in the number of students that can be enrolled.
- After years of declining applicant pools , the number of applicants has begun to increase.
- Programs are having difficulty maintaining current enrollment levels with existing resources.
- In 2001, 208 qualified applicants to registered nurse programs were denied admission due to insufficient numbers of faculty, clinical facilities/sites, and classroom space and/or budget restraints.

- 186 applicants were denied in 2000 for the same reasons.
- In 2001, admissions and enrollments were essentially the same as they were in 1991 while the need for health care providers has increased.
- Schools are located geographically throughout the State and are accessible to students. (See Table No, 3, page 12.)

**7. There is a critical and worsening shortage of graduate and undergraduate faculty.**

- 88.1 % of faculty in RN programs is over 40 years of age and 53% of faculty in RN programs is over 50 years of age.
- 35.7% of current faculty plan to work less than 5 years
- Less than 6 % of all RN ' s in Louisiana hold the necessary credentials to teach in RN programs.
- Only 8 % of RN ' s enrolled in graduate programs in Louisiana are in the education tract.

**8. There is an urgent need to increase faculty salaries in nursing schools as they are far below salaries in the practice setting based on equivalent educational preparation and experience.**

- The average annual salary for a registered nurse in Louisiana in a staff nurse position in 2001 was \$42,150 (associate, diploma, or baccalaureate preparation) while the average annual salary for a faculty member (master's degree required) at instructor rank was \$36,361.
- The average annual salary for Multi-Unit Managers (20% prepared at the master's or higher) was \$63,679 while the average annual salary equivalent nurse faculty (doctoral required) at the professor rank was \$55,769 and at the associate professor rank was \$48,266.
- The average annual salary for Chief Nurse Executives in Louisiana in 2001 was \$95,201(47% with master's or higher) while the average annual salary for a nursing director and/or nursing dean (doctoral degree required) in Louisiana was \$78,102.
- The average salaries for Louisiana nurse faculty (minimum of master's degree required) by rank are as follows:

• Instructor	\$36,361
• Assistant Professor	\$41,266
• Associate Professor	\$48,266
• Professor	\$55,759

- The average salary for nurse practitioners prepared at the master's level in Louisiana is \$71,224.

**9. Educational requirements and licensure/certification laws are in place and provide adequate assurance of minimal competency.**

- The process for establishing educational and licensure requirements for the practice as a Registered Nurse is in place and adequate to assure minimal competency. (See Table No. 4, page 12.)
- The process for establishing educational and licensure requirements for the practice as a Licensed Practical Nurse is in place and adequate to assure minimal competency. (See Table No. 4, page 12.)
- The process for training and certification for nursing assistants is in place; however, is inconsistently implemented. (See Table No. 4, page 12.)

**10. There is a need to address the shortage of clinical sites.**

- There is a limited number of clinical sites
- As schools increase enrollment there will be increased competition for the limited clinical space.
- Health care agencies are limiting the number of students that can be on a unit or within an agency at one time.
- There are limited sites for specialty areas of practice i.e. acute pediatrics.

**11. Articulation programs are currently in place in all nursing programs however, they are promoted and utilized in a limited capacity.**

- Articulation allows students to enter into the next educational level without unnecessary duplication of course work.
- In 2001, 257 LPN's (2.6%) were enrolled in RN programs and 88 RN's (1%) were enrolled in a higher-level educational program
- In 2000-2001 academic year, 138 LPN's completed an RN education program and 73 registered nurses with the diploma or associate degree completed a baccalaureate degree. (*Note: data does not reflect private supported RN to BSN programs not under the jurisdiction of the Louisiana State Board of Nursing*).
- Many factors contribute to the limited utilization of articulation programs.

**12. There is a need to attract more students into choosing nursing as a career.**

- Women graduating from high school in the 1990's were 35% less likely to become a registered nurse compared with women graduating in the 1970's.
- Junior high and high school students need clear expectations of the educational requirements necessary to enter and complete nursing programs.
- Potential students need to see nursing as a rewarding profession.

## **RECOMMENDATIONS**

Based upon the findings presented, the Commission makes the following recommendations. Specific strategies for implementing each of the recommendations have not been identified, but will be developed in the next phase of the Commission's efforts.

### **Workforce/Workplace:**

- Adopt a model for predicting the number of health care workers needed in the state.
- Address workplace issues such as mandatory overtime, patient and staff safety, staffing, and quality care.
- Enhance the image of health care careers.
- Develop a recruitment plan for securing an adequate number of future health care professionals.
- Address compensation and benefit packages from the level of nursing assistant through the registered nurse in both acute and long term care facilities.
- Study and address infrastructure issues dealing with child care services and transportation particularly as it applies to the ability of nursing assistants and LPN's to maintain employment in the direct care arena.
- Establish statewide competencies for each level of nursing to optimize utilization of staff and support articulation models.
- Support new model of determining numbers and types of nursing personnel based on matching the level of nursing personnel need to provide continuity of care, improved quality outcomes and reduce patient risk.
- Develop better methodologies for measuring work and scheduling staff.
- Explore modifying work design and the environment to retain and recruit older workers.
- Improve human resources management/processes and provide training and skills development opportunities.

### **Financial:**

- State and federal funding for care of the poor must be improved. Without a solution, adequate wages to recruit and retain health care workers cannot be achieved.
- Identify additional funding streams for nursing education.
- Explore partnerships to assist in the cost of educating health care professionals.
- Address the relationship of poor health outcomes to the economic status of the state.
- Freestanding health care facilities need scrutiny/regulation.

### **Education and Articulation:**

- Expeditiously increase faculty salaries to make them competitive with the practice arena.
- Approve funding for additional faculty positions to increase enrollment in current nursing education programs and to enable full implementation of articulation models.

- Explore clinical practice tracks for faculty as an option to traditional tenure track employment by the educational programs.
- Identify strategies for recruitment and retention of nursing faculty.
- Promote marketing of articulation programs in an effort to educate the general population about these options and to expand enrollment in current programs.
- Provide increased access to doctoral nursing education programs to enhance the supply of qualified nurse faculty.
- Establish and/or expand collaborative agreements (i.e. joint practice agreements) with health care agencies to increase faculty availability.
- Re-activate and/or develop fast-track nurse education programs.
- Develop innovative registered nurse career progression initiatives/curricula in conjunction with nursing education and other health care organizations.
- Address issues relative to adequate clinical sites for student preparation.

## **SUMMARY**

This interim report of the Nursing Supply and Demand Commission identifies that there is a persistent and worsening shortage of nursing personnel in Louisiana. The findings focus on the importance of an adequate supply of nursing personnel, the need to recruit and retain nurses in the workplace, the need to provide resources to enhance nursing programs and the need to recruit future health care professionals. There is a critical need to recruit and retain nurse faculty. Broad recommendations have been developed to serve as 'starting points' for the Commission in identifying further, more specific, long and short range strategies to address the areas of concern. It is essential to recognize that assuring an adequate supply of nursing personnel must be a multi-faceted effort involving all stakeholders including nursing, medicine, allied health providers, policy makers, consumers, and legislators.

## **REFERENCES**

- American Association of Colleges of Nursing; Hallmarks of the Professional Nursing Practice Environment; Washington, D.C., 2002
- American Hospital Association, Commission on Workforce for Hospitals and Health Systems; In Our Hands: How Hospital Leaders Can Build A Thriving Workforce, April 2002
- American Organization of Nurse Executives; Nurse Week/AONE Survey of Registered Nurses, Executive Summary Report, 2002
- Joint Commission on Accreditation of Healthcare Organizations; Health Care at the Crossroads: Strategies for Addressing the Evolving Nursing Crisis, 2002
- Louisiana Council of Administrators of Nursing Education, Louisiana Nursing Faculty Fact Sheet, 2002
- Louisiana Hospital Association; Employment Demand Survey, March 1, 2002
- Louisiana Hospital Association, Hospitals and the Louisiana Economy, Executive Summary Report, 2002
- Louisiana State Board of Nursing, Annual Report, 2001
- Louisiana State Board of Practical Nurse Examiners, Annual Report, 2001
- Robert Wood Johnson Foundation; Health Care's Human Crisis: The American Nursing Shortage, Princeton, New Jersey, April 2002
- United States Department of Health and Human Services Health Resources and Services Administration Bureau of Health Professions National Center for Health Workforce Analysis; Projected Supply, Demand, and Shortages of Registered Nurses: 2000-2020, July 2002

**TABLE NO. 1**

<b><i>HEALTH CARE EMPLOYERS IN LOUISIANA</i></b>	
Hospitals	194
Ambulatory Surgical Centers	62
Home Health Agencies	244
Hospices	51
Long Term Care Facilities	301
Intermediate Care Facilities for Mentally Retarded	473
Mental Health Facilities	36
Substance Abuse Centers	175
Rural Health Clinics	51
End Stage Renal Disease Centers	130
Emergency Medical Services Facilities	68
<b>TOTAL:</b>	<b>1,785</b>

Note: Non-inclusive list. Other employers such as community care centers, FQACS, and physician offices employment number not available.

**TABLE NO. 2**

<b><i>INDIVIDUALS LICENSED OR CERTIFIED IN HEALTH CARE FIELDS IN LOUISIANA</i></b>	
Registered Nurses (2,487 Advanced Practice Registered Nurses)	43,516
Licensed Practical Nurses	20,967
Physicians	15,797
Pharmacists	4,386
Dentists	2,429
Restricted Dentist	426
Dental Hygienists	1,640
Expanded Duty Dental Assistants	1,247
Pharmacy Assistants	3,453
Physicians Assistants	226
Physical Therapists And Physical Therapy Assistants	2,198
Certified Respiratory Therapists	1,770
Registered Therapists	1,312
Psychologists	545
Optometrists	483
Podiatrists	214
Occupational Therapists	1,282
Occupational Therapist Assistants	344
Substance Abuse Counselors	566
Speech Language Pathologists	2,069
Certified Laboratory Specialists	3,660
Nursing Assistants	119,541
Laboratory Assistant	1,005
Nursing Home Administrators - Licensed In Louisiana	2,091
<b>TOTAL:</b>	<b>231,167</b>

**TABLE NO. 3**

<b><i>NUMBER OF PROGRAMS</i></b>	
There are currently 22 RN programs in Louisiana (1 diploma, 8 associate degrees, and 13 baccalaureates).	22
There are currently 47 LPN programs in Louisiana.	47
There are currently 75 proprietary nurse assistant training programs in Louisiana and 122 nursing homes are approved to conduct nurse assistant training programs.	75
<b>TOTAL:</b>	<b>144</b>

**TABLE NO. 4**

<b><i>EDUCATIONAL AND CREDENTIALING REQUIREMENTS FOR NURSING PERSONNEL</i></b>				
<b>TYPE OF PROGRAM</b>	<b>DEGREE/ DIPLOMA GRANTED</b>	<b>NUMBER CREDIT HOURS</b>	<b>NUMBER CLOCK HOURS</b>	<b>LICENSURE/ CERTIFICATION</b>
BS Nursing	BS	Mean 128	N/A	Licensure-RN by LSBN
AD Nursing	AD	Mean 70.75	N/A	Licensure-RN by LSBN
LPN	Diploma	N/A	1550	Licensure - LPN by LSBPNE
Nurse Assistant	Certificate	N/A	80-240	Certification - Nursing Homes; Home Care Agencies; Skilled Nursing Facilities

## **NURSING SUPPLY AND DEMAND COMMISSION MEMBERS**

Booth, Donnie	LA Council of Administrators of Nursing Education
Bryant, Gerald	Louisiana Organization of Nurse Executives
Clark, Joe Ann, Chairman	Louisiana Alliance of Nursing Organization
Coleman, Mary Ann	LA Association of Independent Colleges & Universities
Corder, Jan	Louisiana State Nurses Association
Ferry, Oswald	Louisiana State Board of Nursing
Glaviano, Claire	Louisiana State Board of Practical Nurse Examiners
Guidry, Jimmy	Department of Health and Hospitals
Guillot, Mary Lou	Louisiana Association of Nurse Anesthetists
Kummerlowe, Harriet	LSUHSC/Healthcare Services Division
Lemoine, Carmen	Louisiana School Nurses Organization
Lowery, Sue	Louisiana Nursing Home Association
Matessino, John, Vice-Chairman	Louisiana Hospital Association
Musemeche, Richard	LA State Board of Elementary & Secondary Elementary
Nicks, Cheryl L.	New Orleans Chapter-Black Nurses Association, Inc.
Roberts, Floyd	Louisiana State Medical Society
Simon, Audrey	Louisiana Practical Nurse Association
St. Cyr, Mark	Louisiana State Medical Association
Tremblay, Larry	Louisiana State Board of Regents
Walker, Nathalie	LA Council of the Association of periOperative Registered Nurses Chapter
Wright, Cathryn	Louisiana Association of Nurse Practitioners

## **NURSING SUPPLY AND DEMAND COMMISSION STAFF**

Faxon, Patricia	Department of Health and Hospitals
Humphrey, Deborah	Louisiana State Board of Nursing
Morris, Cynthia	Louisiana State Board of Nursing
Morvant, Barbara	Louisiana State Board of Nursing
Tate, Ellienne	Louisiana State Board of Nursing

### **EDUCATION/ARTICULATION COMMITTEE**

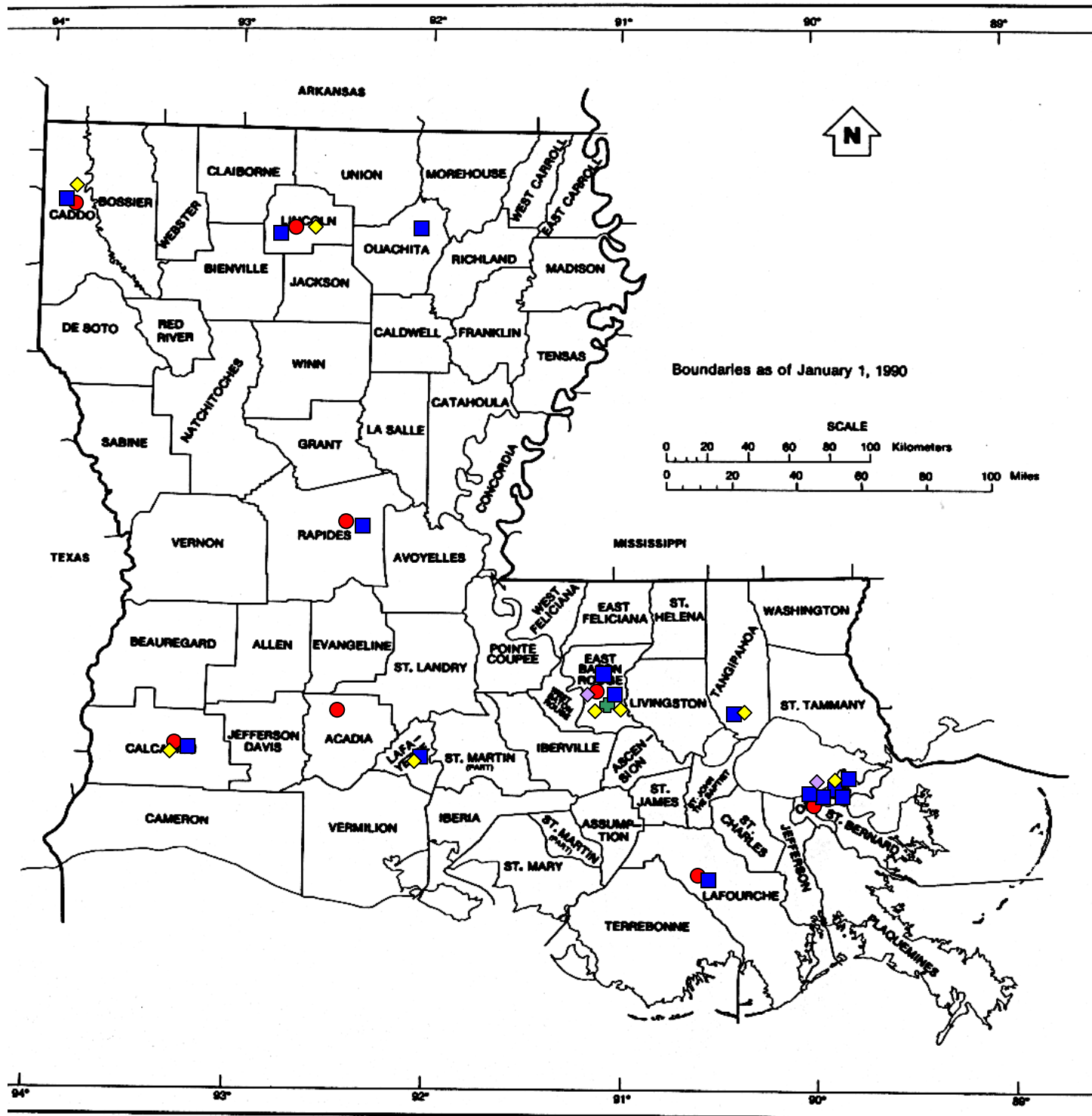
Cheremie, Myra	Louisiana Technical College
Clark, Joe Ann	Louisiana Alliance of Nursing Organization
Jan Corder, Chair	Louisiana State Nurses Association
Matessino, John	Louisiana Hospital Association
Tate, Ellienne	Louisiana State Board of Nursing
Tremblay, Larry	Louisiana State Board of Regents
Wright, Cathryn	Louisiana Association of Nurse Practitioners

### **FACULTY ISSUES COMMITTEE**

Benoit, Heidi	LGMC LPN Program
Booth, Donnie, Chair	LA Council of Administrators of Nursing Education
deBeche, Theresa H	Louisiana State University at Eunice
Glaviano, Claire D.	LA State Board of Practical Nurse Examiners
Poirrier, Gail	University of Louisiana at Lafayette

### **WORKPLACE COMMITTEE**

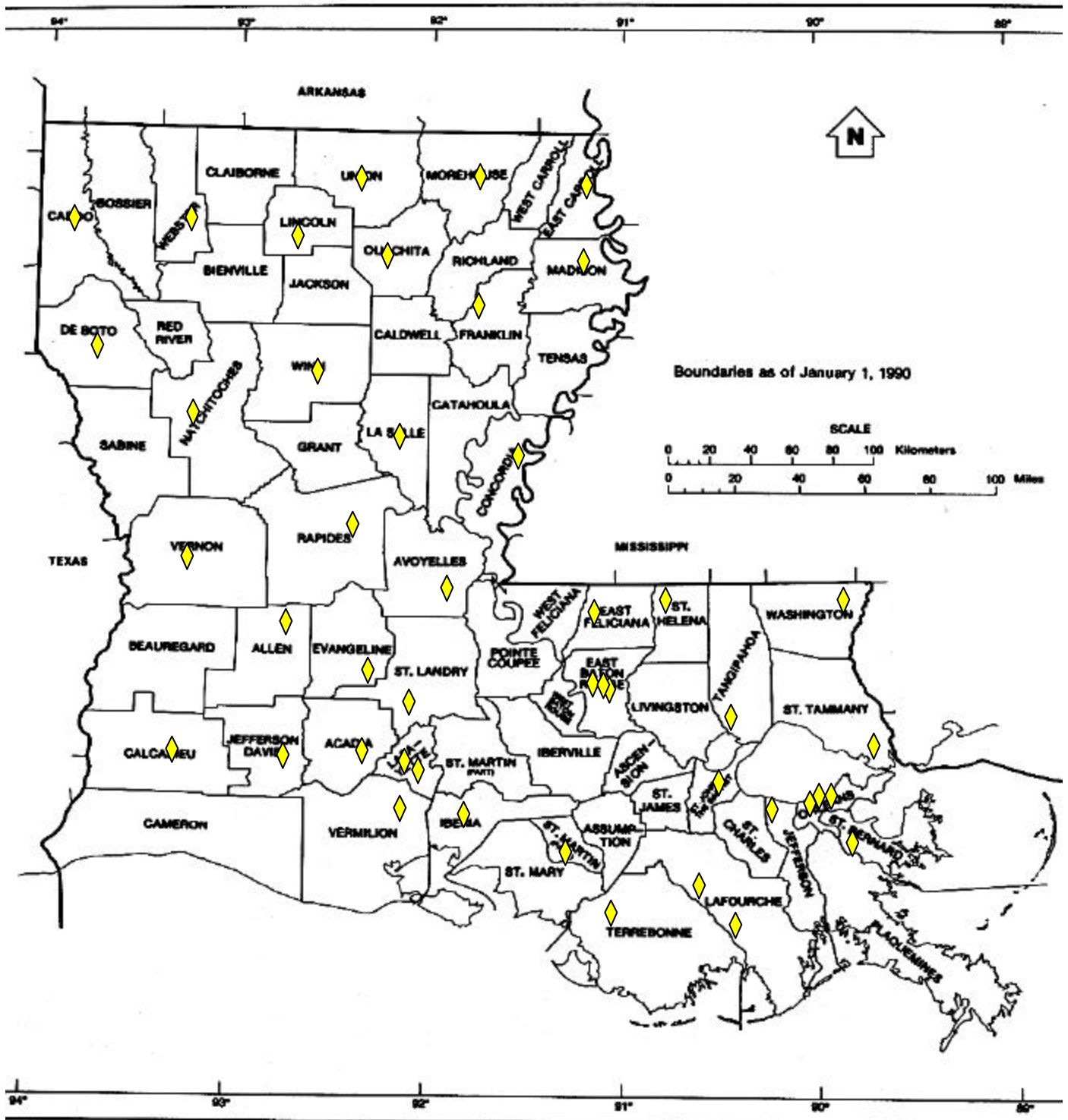
Bryant, Gerald, Chair	Louisiana Organization of Nurse Executives
Champagne, Jan	Doctor's Hospital
Guillot, Mary Lou	Louisiana Association of Nurse Anesthetists
Lemoine, Carmen	Louisiana School Nurses Organization
Planchock, Norann	Northwestern School of Nursing
Pounders, Tawna	Louisiana State Nurses Association
Roussel, Linda	Louisiana State University, School of Nursing
Simon, Audrey	Louisiana Practical Nurse Association
Smith, Darlene	Glenwood Regional Medical Center
Stewart, Melissa	Health South Rehabilitation Hospital
Tabor, Tevora S.	Louisiana Hospital Association
Van Zile, Tinker, Co-Chair	St. Francis Medical Center
Via, Debra	Glenwood Regional Medical Center
Walker, Nathalie	Association of periOperative Registered Nurse



**RN Education in Louisiana  
November 2002**

- ⊕ Diploma Program
- Associate Degree Program
- Bachelors of Science in Nursing\*#
- ◆ Masters
- ◇ Doctorate

\*Two BSN programs (one in Baton Rouge and one New Orleans are RN to BSN only)  
#All BSN programs have RN to BSN articulation programs



Louisiana LPN Board Approved Schools  
November 2002